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5-10-2018

# Educational Policy Committee Meeting – Packet 05/10/2018

UC Hastings Board of Directors

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HASTINGS  
COLLEGE  
OF THE LAW

**EDUCATIONAL POLICY  
COMMITTEE MEETING**

**May 10, 2018**

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## NOTICE OF MEETING

The Educational Policy Committee of the University of California Hastings College of the Law Board of Directors will meet on Thursday, May 10, 2018.

**EVENT:** Meeting of the University of California,  
Hastings College of the Law Board of Directors  
Educational Policy Committee

**DATE:** Thursday, May 10, 2018

**PLACE:** UC Hastings College of the Law  
A. Frank Bray Board Room  
198 McAllister Street, 1-Mezzanine  
San Francisco, CA 94102

**STARTING TIME:** 9:00 a.m.

**AGENDA:** See Attached

*This notice is available at the following University of California, Hastings College of the Law website address: <http://www.uchastings.edu/board>*

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*For further information please contact Elise Traynum, Secretary of the Board of Directors, 198 McAllister Street, San Francisco, CA 94102, and (415) 565-4851. You are encouraged to inform Ms. Traynum of your intent to speak during the public comment period 72 hours in advance of the meeting.*

*The University of California, Hastings College of the Law subscribes to the Americans with Disabilities Act. If you need reasonable accommodations, please contact the Secretary's Office by 10 a.m. on Monday, May 7, 2018.*



**UNIVERSITY OF CALIFORNIA  
HASTINGS COLLEGE OF THE LAW**

**EDUCATIONAL POLICY COMMITTEE  
MEETING AGENDA**

Thursday, May 10, 2018 – 9:00 a.m.  
UC Hastings College of the Law  
A. Frank Bray Board Room  
198 McAllister Street, 1-Mezzanine  
San Francisco, CA 94102

1. Roll Call

Chair Simona Agnolucci  
Director Claes Lewenhaupt  
Director Mary Noel Pepys  
Director Chip Robertson

- |     |   |           |
|-----|---|-----------|
| 2.  | Public Comment  | (Oral)    |
| *3. | Approval of Minutes – February 8, 2018  | (Written) |
| 4.  | Employment Outcomes<br>Presented by Academic Dean Morris Ratner and Senior Assistant Dean<br>for the Office of Career & Professional Development Sari Zimmerman | (Written) |
| 5.  | Rankings<br>Presented by Academic Dean Morris Ratner and Director of Accreditation<br>and Assessment Andrea Bing  | (Written) |
| 6.  | Summer Bar Support for Class of 2018<br>Presented by Academic Dean Morris Ratner and Academic & Professional<br>Success Lecturer Margaret Greer                 | (Written) |
| 7.  | Year-in-Review<br>Presented by Academic Dean Morris Ratner and Chancellor & Dean David<br>Faigman   | (Written) |

\*8. Adjournment

(Oral)

Agenda Item: 2  
Educational Policy  
May 10, 2018

## **EDUCATIONAL POLICY COMMITTEE MEETING**

### **Public Comment Period**

This item is reserved for members of the public to comment on non-agenda and agenda items.

Agenda Item: \*3  
Educational Policy  
May 10, 2018

## **EDUCATIONAL POLICY COMMITTEE MEETING**

**ACTION ITEM:** Approval of Minutes: February 8, 2018



**UNIVERSITY OF CALIFORNIA  
HASTINGS COLLEGE OF THE LAW**

**BOARD OF DIRECTORS  
EDUCATIONAL POLICY COMMITTEE  
MEETING MINUTES**

**FEBRUARY 8, 2018**

**1. Roll Call**

Chair Simona Agnolucci called the meeting to order at 9:00 a.m. and the Secretary called the roll.

Board of Directors Present:

Chair Simona Agnolucci  
Director Marci Dracun  
Director Chip Roberston  
Director Tom Gede (Ex-Oficio)

Directors Absent:

Director Claes Lewenhaupt  
Director Mary Noel Pepys

Staff Present:

Chancellor & Dean David Faigman  
Academic Dean Morris Ratner  
Chief Financial Officer David Seward  
General Counsel Elise Traynum  
Assistant Dean for Academic and Professional Success Stefano Moscato  
Academic and Professional Success Lecturer Margaret Greer

**2. Public Comment**

(Oral)

Chair Agnolucci opened the Public Comment period. Hearing no requests from the public to speak, Chair Agnolucci closed the Public Comment period.

**3. Approval of Minutes – November 9, 2017**

(Written)

Chair Agnolucci called for the approval of the November 9, 2017 minutes. The minutes were approved as distributed.



#### 4. Bar Success

##### 4.1 Bar Success – Full Report by Dr. Stephen N. Goggin, Ph.D.

##### Re: July 2017 Bar Outcomes

(Written)

Presented by Academic Dean Morris Ratner

Academic Dean Morris Ratner presented on the final report prepared by statistician Stephen N. Goggin, Ph.D., entitled “California Bar Exam Passage: Updated Analyses of the UC Hastings 2017 Bar Exam Outcomes.” Dean Ratner emphasized comparative analysis and the College’s success relative to peer law schools. Dean Ratner defined ‘peer law schools’ as institutions with comparable entering student metrics, as opposed to aspirational peers. Dean Ratner explained that bar outcomes can be analyzed for reliable metrics on how well the JD program is developing students’ substantive legal knowledge and skills such as legal research, issue spotting, reading comprehension, and memorization.

Dean Ratner explained that he would be primarily speaking about the Class of 2017, the three-year cohort which entered in Fall 2014. By studying the bar outcomes of these students, Dean Ratner said, the administration can use regression analyses of programmatic elements, students’ choices, and metrics, to better understand the impact of each component individually and to compare the College’s performance relative to its peer law schools.

Following the 51% bar passage outcome of the July 2016 bar exam, the faculty undertook a series of dramatic reforms, Dean Ratner said, and these reforms have been implemented beginning in academic year 2017-2018, including:

- the expanded 1L orientation program;
- the Sack program scaled up to a full unit of skills instruction;
- the revised 1L curriculum with space for intensive and pervasive skills instruction, which had previously been provided to bottom quartile students only;
- the development of the law in process curriculum, which provides targeted skills instruction to 2Ls;
- an expanded, for-credit Critical Studies curriculum in the third year;
- mandatory closed book exams and mandatory use of MBE-style questions in MBE-tested subjects;
- phasing out of the credit/no credit option, which students had been using only in bar prep classes, thereby eliminating their benefits;
- the addition of 3 mandatory upper division bar courses, a requirement first applied to students entering in academic year 2017-2018; and
- improved retention efforts which have successfully maintained the top quartile students

Dean Ratner observed that graduates of the Class of 2017 received only some of these benefits. The class of 2018 will have received the benefit of the current revised curricular studies program and some students will have gotten the benefit of the mandatory closed book exams. Finally, Dean Ratner said the class of 2018 students will benefit from recent retention efforts, as the College was successful in retaining most of its first quartile students.

Next, Dean Ratner noted a proposal by Chancellor & Dean David Faigman to offer the most at-risk students an additional semester. He said that an ad hoc group is currently exploring the best way to accomplish this through an externship or similar program. Expanding on this concept, Assistant Dean for Academic and Professional Success Stefano Moscato mentioned another proposal to expand academic supervision and require most at-risk students to take a lighter course load each semester.

Dean Ratner noted that due to the comparatively high transfer out rate of the class of 2016, the available metrics reflect only the data of those students who ultimately sat for the bar exam. Dean Ratner observed that in the class of 2017 there was a distinct relationship between bar courses taken for a grade and bar performance, with some positive news in students' curricular choices even before the requirement of three upper division bar courses was implemented. Regression analyses showed that each additional upper division bar course taken improved a student's chances of passing the bar by 4%. However, the average number of upper division bar courses taken for a grade remained low.

#### **4.2 Bar Success – Comparing July 2017 Bar Success Strategies and Bar Exam Outcomes at UC Hastings and Other California Law Schools**

(Written)

Presented by Academic Dean Morris Ratner

Dean Ratner reported that the College's July 2017 pass rate for first time test takers overall was 61%, and 62% for first time test takers in the Class of 2017. Dean Ratner observed that this represents an 11-point improvement over the July 2016 first-time pass rate, placing the College 3% above the statewide increase in the overall pass rate of 8%, but 8 points below the state average of 70% for ABA-accredited schools in 2017.

Dean Ratner highlighted two likely factors to explain the frustrating combination of substantially improved performance in 2017 and also the College's 14th place ranking among California law schools:

- (1) **Time:** Dean Ratner explained that the College adopted a number of programmatic measures last year, which are being fully implemented for the first time this year. He speculated that the full effect of these recent changes will not be realized until the Class of 2020 sits for the bar exam.
- (2) **Non-Transfer Attrition:** Referencing Assistant Dean Moscato's memo, Dean Ratner reported that while the College has been focused on educating students differently, some peer schools who appear to be outperforming UC Hastings are actually controlling who sits for the bar, by shrinking their classes and achieving non-transfer attrition. Dean Ratner explained that while *transfer attrition* is when top students transfer out, *non-transfer attrition* is some combination of students who are disqualified and students who voluntarily leave, perhaps because they lost scholarships that were dependent on performance. Compared to metric peer schools, at around 7%, UC Hastings was at the bottom in regards to non-transfer attrition, at 3% of 1Ls on average leaving over the last five years due to non-transfer attrition.

Dean Ratner said there is no silver bullet to achieve bar success. Some law schools that are outperforming UC Hastings appear to be using an aggressive combination of admissions policies and attrition to control who sits for the exam. In addition, he noted, other law schools have adopted programmatic measures which the College may want to consider. Such programmatic measures include: full-time writing faculty; full-year doctrinal courses in the 1L curriculum; more required upper division bar courses; more expansive utilization of academic supervision, with more requirements associated with supervision; minimum grade requirements in upper division bar courses; relatively stiffer curves; and required for-credit bar prep classes.

#### **4.3 Bar Success – Preliminary Evaluation of Curricular Innovations Implemented in Fall 2017**

(Written)

Presented by Academic Dean Morris Ratner

Dean Ratner summarized that the College has come a long way programmatically to improve its bar outcome, however, there are still further improvements to be made.

Assistant Dean Moscato's memo explains that to aid struggling students, the College is considering:

- a summer bridge program between the 1L year and the 2L year to provide struggling students with targeted time to catch up;
- requiring a reduced course load;
- additional requirements; or
- a post-graduation, intensive bar-focused study summer program to prepare students to then take the bar review course.

Dean Ratner explained that Academic and Professional Success Lecturer Margaret Greer has been advising those students who are not completing their bar review courses. Ms. Greer's focus has been on coaching struggling students.

Traditionally, the College has awarded merit scholarships on admission without tethering those scholarships to performance. However, while there is a relationship between LSAT and LGPA, there are a number of students who appear promising yet struggle after admission. Dean Ratner reported that with this next entering class, 25% of the merit scholarships on admission will be conditional.

#### **5. LLM Enrollment Management – China**

(Oral)

Presented by Chancellor & Dean David L. Faigman

Chancellor & Dean David Faigman presented an update on the College's LLM program. Chancellor & Dean David Faigman reported that competitors like Berkeley, UCLA, and USC have upwards of 200 international LLMs. These LLM programs support the JD programs at these universities, so the revenue from the LLM programs provide the institution with working capital. Chancellor & Dean David Faigman said the College's target would be 60 LLMs.

Chancellor & Dean David Faigman reported that Hastings was well received at the ten universities he visited in Italy and France, as well as the fourteen universities he visited in China. Chancellor & Dean David Faigman said there is significant international interest in studying law in San Francisco. In particular, Chinese students are eager for access to local tech companies. Chancellor & Dean David Faigman reported that he is now working on developing formal partnership agreements with a number of the universities, and he is trying to connect exchange programs to LLM recruitment. Chancellor & Dean David Faigman noted there will probably be a notable bump in LLM recruitment in the next admissions cycle. There is also an effort to expand the MSL program, he said.

**\*6. ADJOURNMENT**

(Oral)

The meeting was adjourned at approximately 10:15am.

Respectfully submitted,

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Elise K. Traynum, Secretary

## **REPORT ITEM**

- 1. REPORT BY:** Academic Dean Morris Ratner and Senior Assistant Dean for the Office of Career & Professional Development Sari Zimmerman
- 2. SUBJECT:** Employment Outcomes
- 3. REPORT:** Written

### **Attachments:**

- Introduction Memo by Academic Dean Morris Ratner
- PowerPoint: “Class of 2017 Employment Outcomes” by Senior Assistant Dean for the Office of Career & Professional Development Sari Zimmerman

## **4. Employment Outcomes**

**By Morris Ratner, Academic Dean**

Senior Assistant Dean Sari Zimmerman, Career Development Office, will present a report regarding our Class of 2017 employment outcomes. Her summary is as follows:

Our employment numbers stayed fairly stable this year. In fact, we increased the number of our graduates going into full-time, long-term (FTLT) Bar Passage Required or JD Advantage jobs that are not law school funded (the category to which US News gives the highest weight). That number increased from 66% last year (and 65.5% the year before) to 67% for the class of 2017. Our overall employment went down a few percentage points to 81.7% (compared to 84.6% for the Class of 2016). However, if one counts the unprecedented number of Unemployed-Start Date Deferred jobs (10 this year (3.5% of the class) compared to one last year and just two in 2015), both our FTLT and our overall employed go up several percentage points. All of these Start Date Deferred positions are FTLT and six of them started 1-2 days after the reporting deadline. The ABA is getting so much push back on this category that they are changing the name to Employed Start Date Deferred next year. Whether and how that would impact the US News weighting system is unknown.

Attached please find a PDF of PowerPoint slides Sari will present and explain at the Committee meeting on May 10.

## Class of 2017 Employment Outcomes

Sari Zimmerman, Senior Assistant Dean  
Career Development Office



**UC HASTINGS**  
COLLEGE OF THE LAW  
EST. 1929

### Primary Reporting Entities

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**NALP**

**U.S. News**

**ABA (subject to audit)**

Reporting deadline: 10 months after graduation.

## U.S. News Methodology

**Full weight:** Full-time, long-term (at least one year) jobs not funded by the law school for which bar passage was required or a J.D. degree was an advantage. **“Many experts in legal education consider these the real law jobs.”**

**Less weight:** Full-time, long-term jobs that were professional or nonprofessional and did not require bar passage; pursuit of an additional advanced degree; and positions whose start dates were deferred.

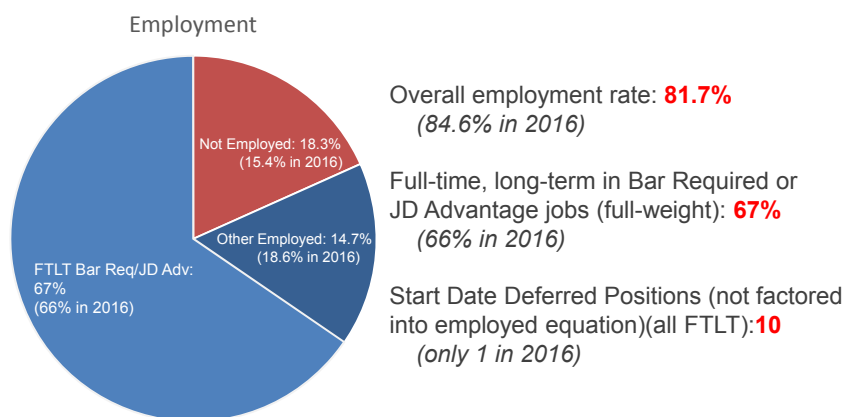
**Lowest weight:** Part-time, short-term jobs.

**Discount for Law-school funded jobs:** Slightly reduced the discount for long term law school funded positions but all law school funded positions still weighted less.

2017 EMPLOYMENT OUTCOMES



## Employment Overview – Class of 2017

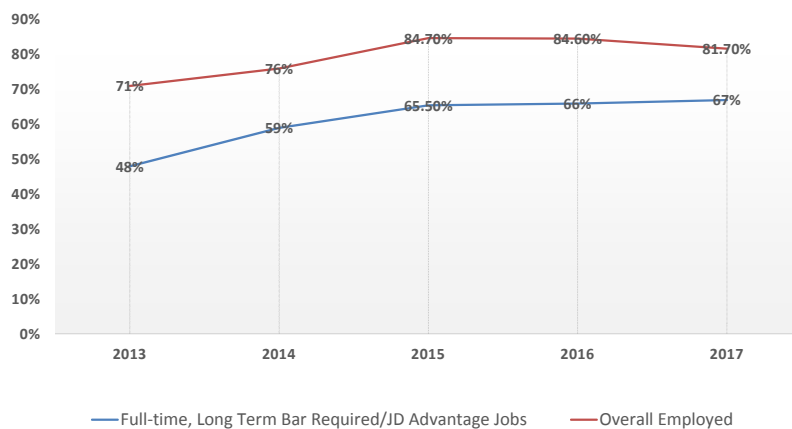


2017 EMPLOYMENT OUTCOMES





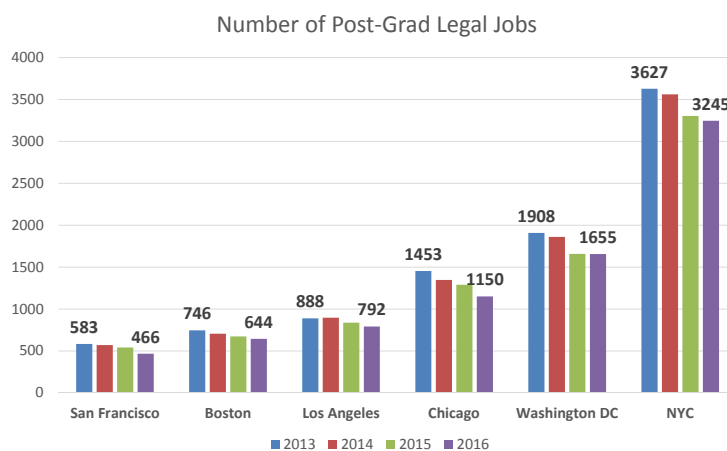
## Historical Employment Numbers



2017 EMPLOYMENT OUTCOMES



## Comparison of Job Centers



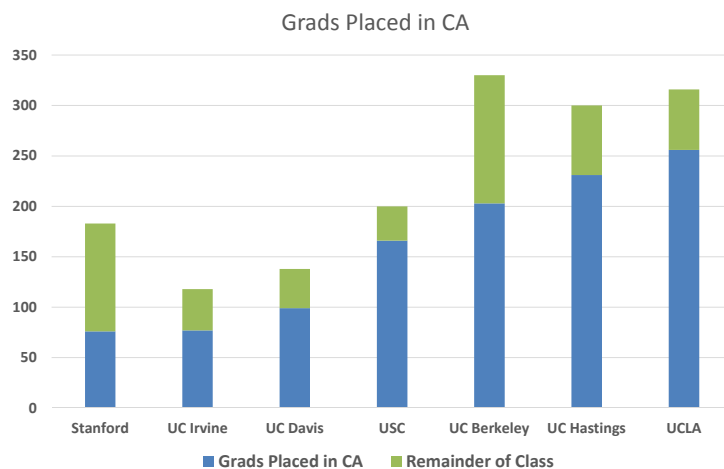
Job counts are for the city proper, not the metropolitan area.

Source: NALP, *Jobs and JDs* for 2013 – 2016.

2017 EMPLOYMENT OUTCOMES



## US News Top CA Schools: Grads Placed in CA



2017 EMPLOYMENT OUTCOMES

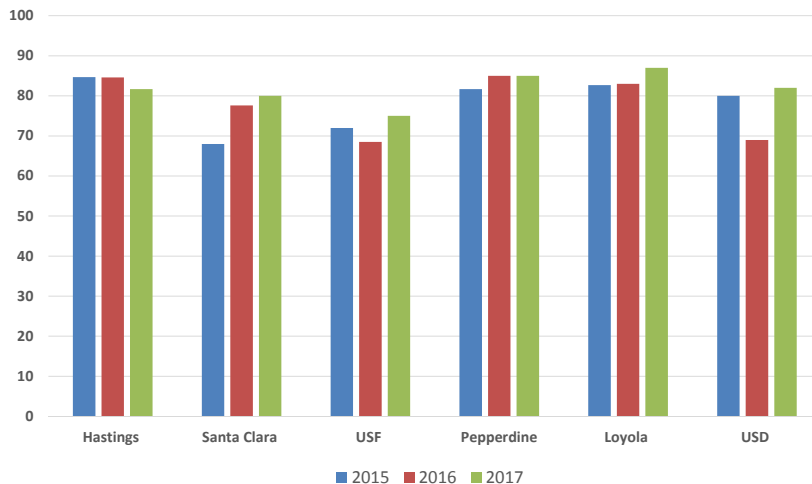


## Financial Resources and Employment

	2018 US News Rank	2016 Class Size	2016 Law School Funded FTLT Public Service Jobs	2017 Class Size	2017 Law School Funded FTLT Public Service Jobs
UC Berkeley	9	330	23	305	14
UCLA	16	316	30	358	31
USC	19	200	22	209	5
UC Irvine	21	118	14	96	7
UC Davis	37	138	14	167	12
UC Hastings	58	300	1	280	1



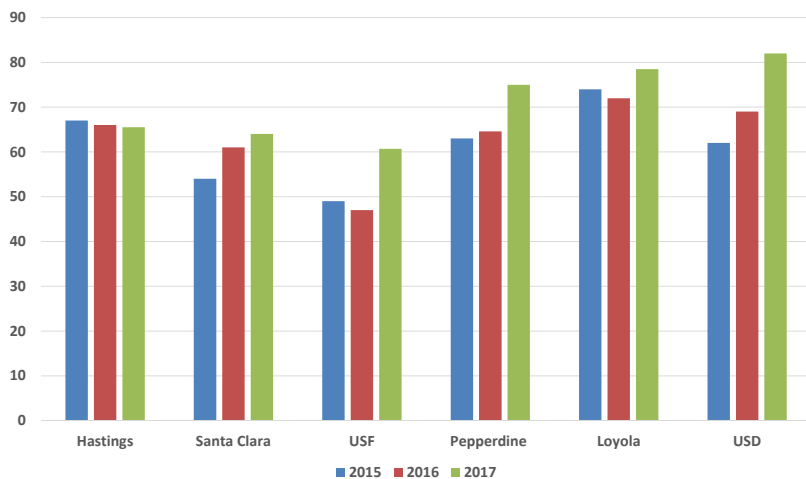
## Overall Employment CA Metric Peer Schools



2017 EMPLOYMENT OUTCOMES



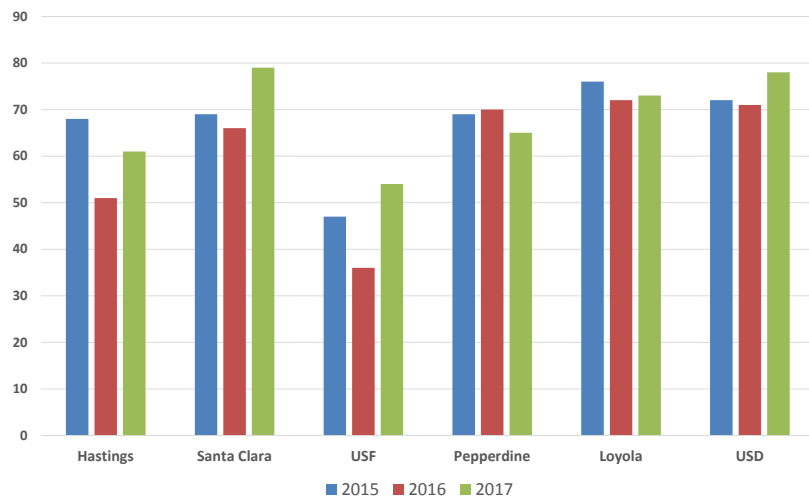
## FTLT Employment CA Metric Peer Schools



2017 EMPLOYMENT OUTCOMES



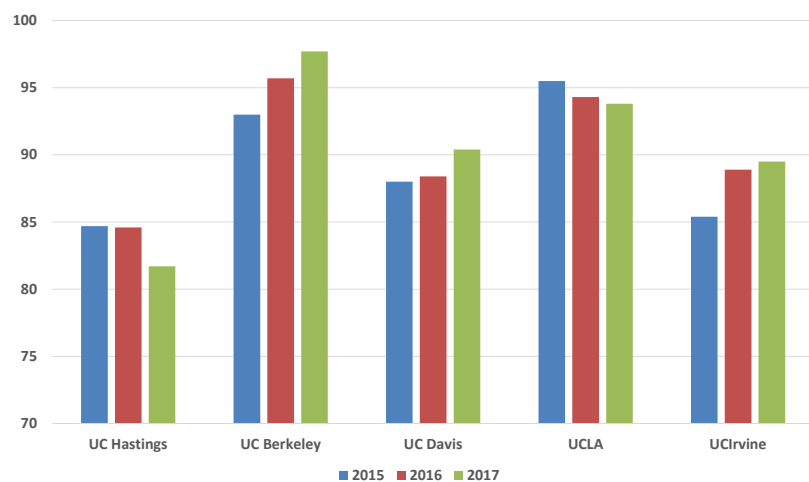
## Bar Passage CA Metric Peer Schools



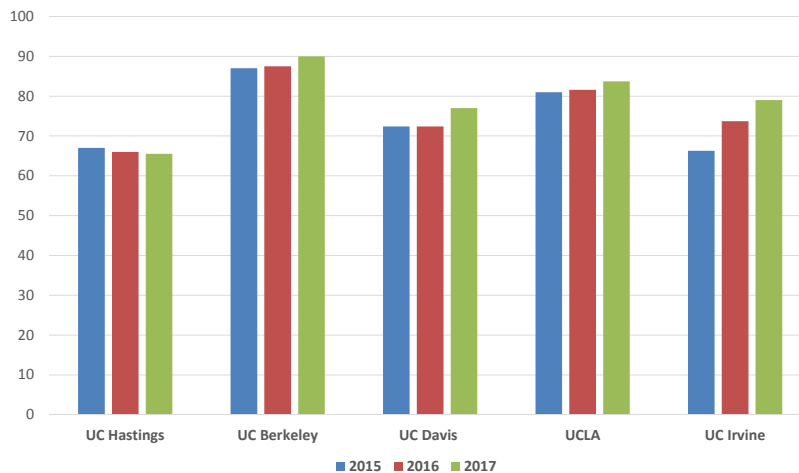
2017 EMPLOYMENT OUTCOMES



## Overall Employment UC Schools



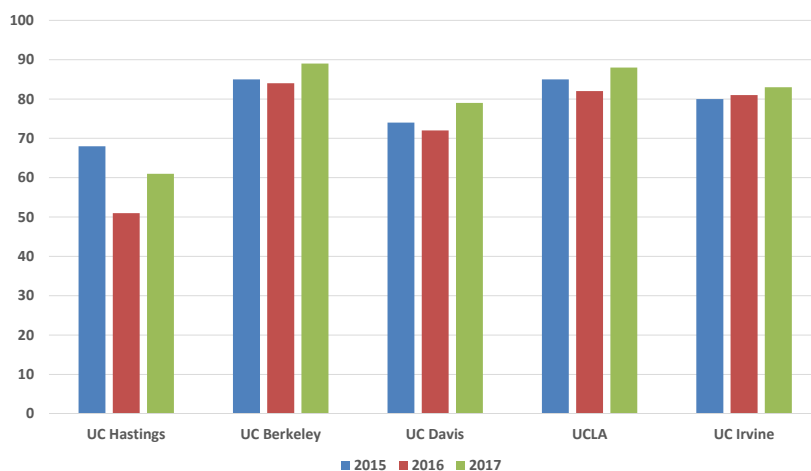
## FTLT Employment UC Schools



2017 EMPLOYMENT OUTCOMES



## Bar Passage UC Schools



2017 EMPLOYMENT OUTCOMES



## Impact of Academic Performance and Bar Passage

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- *96% of graduates who passed the July Bar were employed*
- *74% of those seeking employment were in the bottom half of the class*



## Employment Initiatives

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### **New Collaboration with Board of Governors Employment Committee**

#### **Attorneys in Residence (AiR)**

Targeting employers who don't traditionally hire entry-level graduates—small firms and in-house legal departments

***New Partnership with Axiom:** to offer cost-effective hiring model for in-house legal departments*

#### **Bay Area Legal Incubator (BALI)**

Modest means solo incubator partnership with ACBA and local law schools

**Dedicated counselor assignments:** to track students / recent graduates



## Employment Initiatives

### Expanded Faculty Employment Committee

### Faculty Colloquium on Employment

### Individual Faculty Engagement Efforts

Heather Field

Jaime King

Keith Hand



## Loyola Law 2017 Employment

EMPLOYMENT TYPE	FULL TIME LONG TERM	FULL TIME SHORT TERM	PART TIME LONG TERM	PART TIME SHORT TERM	NUMBER
Law Firms					
Solo	6	0	0	0	6
2 - 10	78	1	4	4	87
11 - 25	27	0	0	0	27
26 - 50	9	0	0	0	9
51 - 100	4	0	0	0	4
101 - 250	11	0	0	0	11
251 - 500	4	0	0	0	4
501 +	26	0	1	0	27
Unknown Size	0	0	0	0	0
Business & Industry	42	2	3	1	48
Government	13	2	0	0	15
Pub. Int.	8	0	0	0	8
Clerkships - Federal	8	0	0	0	8
Clerkships - State & Local	2	0	0	0	2
Clerkships - Other	0	0	0	0	0
Education	3	0	0	1	4
Employer Type Unknown	0	0	0	0	0
Total	241	5	8	6	260



## UC Hastings 2017 Employment

EMPLOYMENT TYPE	FULL TIME LONG TERM	FULL TIME SHORT TERM	PART TIME LONG TERM	PART TIME SHORT TERM	NUMBER
Law Firms					
Solo	2	0	1	0	3
2 - 10	31	1	8	1	41
11 - 25	18	1	0	0	19
26 - 50	8	0	0	0	8
51 - 100	9	0	0	0	9
101 - 250	10	0	0	0	10
251 - 500	1	0	0	0	1
501 +	43	1	0	0	44
Unknown Size	0	0	0	1	1
Business & Industry	15	3	2	0	20
Government	23	5	0	2	30
Pub. Int.	15	5	0	5	25
Clerkships - Federal	4	1	0	0	5
Clerkships - State & Local	9	1	0	0	10
Clerkships - Other	0	0	0	0	0
Education	1	0	1	1	3
Employer Type Unknown	0	0	0	0	0
Total	189	18	12	10	229



**UC HASTINGS**  
COLLEGE OF THE LAW



## **REPORT ITEM**

- 1. REPORT BY:** Academic Dean Morris Ratner and Director of Accreditation and Assessment Andrea Bing
- 2. SUBJECT:** Rankings
- 3. REPORT:** Written

### **Attachments:**

- Introduction Memo by Academic Dean Morris Ratner

## **5. Rankings**

**By Morris Ratner, Academic Dean**

The College regularly reviews USN&WR rankings, and over the past ten years has undertaken especially intensive studies of the statistical data and what the data shows. This Summer, the College is embarking on another in-depth period of review. Director of Accreditation and Assessment Andrea Bing will provide a snapshot of the information available to us, and will identify some of the bigger questions we are asking, including some of our new lines of inquiry. Director Bing will start by describing the USN&WR formula and our historical rankings, overall and by element of the formula, and comparing the College to peer schools. She will take a deeper dive into one element of the formula – employment – showing how our employment numbers can impact rankings in both obvious and more obscure ways.

## **REPORT ITEM**

1.     **REPORT BY:**                   Academic Dean Morris Ratner and Academic &  
Professional Success Lecturer Margaret Greer
  
2.     **SUBJECT:**                   Summer Bar Support for Class of 2018
  
3.     **REPORT:**                   Written

### **Attachments:**

- Introduction Memo by Academic Dean Morris Ratner
- Report: “Bar Support Programs and Resources for Summer 2018” by Academic & Professional Success Lecturer Margaret Greer

## **6. Summer Bar Support for Class of 2018**

**By Morris Ratner, Academic Dean**

Attached please find a report by Academic & Professional Success Lecturer Margaret Greer regarding plans to support Class of 2018 graduates as they study for the Bar Exam this summer.

## MEMORANDUM

To: Morris Ratner, Academic Dean  
CC: Stefano Moscato, Assistant Dean for Academic and Professional Success  
From: Margaret Greer, Academic and Professional Success Lecturer  
Date: April 24, 2018  
Re: Bar Support Programs and Resources for Summer 2018

Below is an overview of the bar exam prep programs and resources that the A.D.A.P.S. bar passage support program will offer May 2018 graduates who are preparing for the July 2018 bar exam.

### A. B.E.S.T. Essay Tutor Program

May 2018 graduates who participate in the B.E.S.T. Essay Tutor Program will have the opportunity to submit up to 13 bar exam essay answers for review and feedback. Tutors will return the answers to the graduates within 72 business hours. The tutors will have access to a variety of grading resources. Examples of the resources include essay answer rubrics, State Bar of California selected essay answers, and a copy of *Essay Exam Writing for the California Bar Exam* by Mary Basick and Tina Schindler. If graduates have questions about their answers or the feedback, they may meet with me.

LEOP May 2018 graduates who participate in the program will have the opportunity to meet with their tutors during the bar review period for three one-hour tutoring sessions. During the tutoring sessions, the graduates will receive oral feedback on their essay answers and will complete exercises that will help the graduates improve their essay writing skills.

Graduates will be matched with their tutors during the week of May 7<sup>th</sup>.

### B. B.E.S.T. Group Sessions

The B.E.S.T. Group Sessions will take place on campus during bar review and will be course specific. After each bar review course finishes covering one of the MBE tested subjects, the A.D.A.P.S. department will host a B.E.S.T. Group Session where the graduates will answer an essay question that tests the subject. The graduates will be able to submit their answers for review and feedback. Graduates will also have the option of staying for a group debrief. Lunch will be served during the sessions. The sessions are designed to encourage graduates to start writing bar exam essays under simulated exam conditions from the beginning of the bar review period.

### C. Alumni Bar Passage Mentor Program

Graduates who participate in the program will be matched with alumni mentors. The alumni provide the graduates with support as they are studying for the bar exam. The graduates and alumni determine how interactive the mentoring will be. Some graduates and alumni exchange emails and phone calls, some meet for coffee or lunch, and some alumni even offer to read graduates' essay answers. Alumni mentors will be provided with a mentoring guide and will be

encouraged to contact me during the bar review period if they have any questions about advising their mentees. Graduates will be matched with their mentors during the week of May 7<sup>th</sup>.

#### D. Faculty Bar Passage Mentor Program

May 2018 graduates who sign up for the Faculty Bar Passage Mentor Program will have two groups of faculty mentors that they can reach out to for support during bar review. One group of mentors will be available for graduates to contact if they have substantive questions. The second group of mentors will offer graduates emotional support. These mentors will also be reaching out to graduates during bar review with encouraging emails and messages.

#### E. Monitoring Bar Review Course Completion

During summer bar review, the A.D.A.P.S. department will monitor the graduates' bar review course completion data. We will reach out to graduates who fall behind in their courses and will let them know that I am available to help them develop study schedules. Prior to the start of bar review, I will notify students that the College has access to the course completion data and that the College uses that information to reach out to graduates who fall behind during bar review. We will advise students that they can opt out of the program.

During the spring semester, the A.D.A.P.S. department messaged students about the importance of staying on pace with the bar review course schedules. For example, at "Bar Talk Panel for 3Ls and LL.Ms" we shared bar passage rates for May 2017 graduates based on the percentage of the bar review course assignments that the graduates completed. We also posted flyers around campus that shared the same course completion statistics. We will message graduates throughout bar review about the importance of completing the bar review course assignments.

#### F. Study Rooms

Recognizing that construction noise may disturb graduates' ability to study in the Library, the A.D.A.P.S. department has reserved several large classrooms and several seminar rooms in the 198 McAllister building for graduates to use as study spaces during summer bar review. The LBM will also be available for graduates to use as a study space on days when events are not hosted in the LBM. We have also reserved online lecture viewing rooms for graduates who are watching their bar review course lectures online.

#### G. Discount Codes

Before bar review begins, we will remind graduates that the College has discount codes for BarEssays.com, Adaptibar, and Critical Pass flashcards.

#### H. Student Services Bar Coffee Wednesdays

Every Wednesday of bar review, graduates can stop by Student Services for coffee, donuts, and snacks. The A.D.A.P.S. department will supplement the donuts and coffee with snacks. I will attend the sessions and will be available to provide informal or drop-in advising.

## I. Social Events

Last summer, we hosted a bar study pizza social that was received well by graduates. We plan to host at least one social during summer 2018 bar review.

## J. 1:1 Advising – Margaret Greer, APS Lecturer

I will be available throughout bar review to provide 1:1 bar advising.

## K. Bar Exam Lunch Program

The A.D.A.P.S. department and the Alumni Office will organize the Bar Exam Lunch Program. The program provides free lunches to graduates who are taking the bar exam in Oakland and Santa Clara.

## L. Library and Online Resources

The Library maintains a database of prior California Bar Exam essays and the selected answers. The essays are password protected and are sorted by subject.

The Library also has on reserve a number of supplemental bar essay and MBE resources. Examples of the resources include copies of the MBE Critical Pass flashcards, *Essay Exam Writing for the California Bar Exam*, and *Strategies and Tactics for the MBE*.

The Prior Bar Lectures and Workshops Canvas page contains recordings of bar subject refresher lectures and prior bar prep workshops and events. Graduates will also be able to view the B.E.S.T. Group Sessions through the Prior Bar Lectures and Workshops Canvas page.

Graduates will also have access to the Bar Passage Support intranet page and the Bar Passage Support Resources page. Both pages provide up to date information on admissions requirements and the College's bar support programs.

The Bar Passage Success Stories and Strategies blog offers recent alumni with a forum for sharing their bar prep stories. Many alumni bloggers have shared their contact information welcome questions from students.

## **REPORT ITEM**

- 1. REPORT BY:** Academic Dean Morris Ratner and Chancellor & Dean David Faigman
- 2. SUBJECT:** Year-in-Review
- 3. REPORT:** Written

### **Attachments:**

- Introduction Memo by Academic Dean Morris Ratner



## **7. Year in Review**

### **By Morris Ratner, Academic Dean**

At the May 10, 2018 committee meeting, I will highlight key developments during the past academic year, with special emphasis on items listed in the UC Hastings College of the Law By-Laws, 8-1 (Responsibilities of Standing Committees - Committee on Educational Policy), including:

- Implementation of the new 1L curriculum, including “Sack modules” (academic skills instruction), and of other bar-focused curricular reforms (e.g., required upper division bar courses, closed book exams, MBE-style questions, explicit legal analysis instruction, individualized feedback, 2L “Law and Process” versions of doctrinal classes);
- The Academic Standards Committee’s recommendation, adopted by the faculty at the April 25, 2018 faculty meeting, to increase the disqualification LGPA threshold from 2.2 to 2.5;
- The Curriculum Committee’s review and organization of curriculum and faculty teaching loads (repeating a process last undertaken in 2011 that has guided scheduling and faculty teaching assignments by the Academic Dean);
- An ad hoc 1L writing committee’s intensive review and analysis of the 1L writing program, resulting in the adoption by the faculty of a slate of initiatives including renaming the program, increasing the number of units in the second semester of legal writing, grading the second semester, and relying relatively more heavily on full-time writing instructors rather than on adjunct faculty;
- Changes to the Masters of Science and Law degree, including reducing the number of credits to recognize changes to the program over time;
- Establishment of a new Business Law Concentration to provide guidance and certification of accomplishment and expertise to students interested in business, complementing our existing Tax Concentration and Intellectual Property Concentration;
- Establishment of two new academic programs, “LexLab” and a new Business Law Center to be led by a faculty director, Associate Professor Jared Ellias.
- Adoption of new academic personnel policies, including the extension of limited voting rights to retired faculty serving as “Sullivan professors,” a new family and medical leave policy, and new policies re incapacity and incompetence;
- Review of long-term contract faculty by special committees that recommended renewal of teaching contracts for Alice Armitage, Mai Linh Spencer, and Yvonne Troya;

- Election of a new Faculty Executive Committee for AY18-19, including Jodi Short (chair), Alina Ball, John Crawford, Jared Elias, and Yvonne Troya; and
- Faculty and research and publication, including publication by faculty of three high-profile and well-received books - (1) Joel Richard Paul, Without Precedent: Chief Justice John Marshall and His Times (<https://www.amazon.com/dp/B072JS5KRC/ref=dp-kindle-redirect?encoding=UTF8&btkr=1>); (2) Joan Williams, White Working Class: Overcoming Class Cluelessness in America ([https://www.amazon.com/White-Working-Class-Overcoming-Cluelessness-ebook/dp/B01N276AU1/ref=sr\\_1\\_1?s=digital-text&ie=UTF8&qid=1524937770&sr=1-1&keywords=joan+williams+class](https://www.amazon.com/White-Working-Class-Overcoming-Cluelessness-ebook/dp/B01N276AU1/ref=sr_1_1?s=digital-text&ie=UTF8&qid=1524937770&sr=1-1&keywords=joan+williams+class)); and (3) Robin Feldman, Drug Wars: How Big Pharma Raises Prices and Keeps Generics off the Market (<https://www.amazon.com/Drug-Wars-Pharma-Raises-Generics/dp/1107168481m> ).